



SWAPA vs. TWU 556

Contract

We often hear the phrase “Pilot parity” when discussing our negotiations, and ultimately any new Contract. It’s really important to remember that our two Contracts could (and should!) have some similarities, especially when it comes to duty protections and work rules. But it’s also imperative to remember that the SWAPA Contract is very different... and even has language that we wouldn’t necessarily want our Negotiating Team to agree to without discussing these topics with us first. Let’s take a look at the top reasons why we are selective when negotiating certain “Me-Too” clauses.

	SWAPA	TWU Local 556
Duty Day	12:00 Hours	10:30 Hours into Domicile / 11:00 Hours into RON
Voluntary Premium Flying (VJA)	Bid on and awarded based on domicile seniority. Seniority is subordinated if on vacation or monthly TFP total exceeds 118% of domicile bid line average.	First come, first served
Moving Trips in Open Time	“Duties to Cover” daily limit is reduced on eleven (11) specific days per year and can be reduced up to fifteen (15) weekends per year.	Same max pairing limit every day of bid period
Open Time Trading Deadline	Midnight the day prior to check-in	3 Hours prior to first check-in
Open Time Trading Over Holidays	Pairings with duty period on July 4th, Thanksgiving, Christmas, and New Year’s Day can only be traded with other pairings that have duty periods on the same holiday.	No limitations



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Trading Down in Open Time	Can only trade down a net of four (4) duty periods per month	No limitations
Sick Bank Max	1,600 TFP	2,400 TFP
Monthly Overlap	No premium pay options	Trip(s) pulled without pay or can work for 1.5x, depending on legalities
Extended Duty Day Premiums	Additional 1 TFP override if duty day exceeds 12 hours	12+ Hour Duty Day: 2x for all flights flown after 12 hours 12:30 Hour Duty Day: Double the time spent on duty, off with pay or premium option 16+ Hour Duty Day: 3x for all flights flown after 12 hours
Reduced Domicile Break	Will only be adjusted for FAR legalities, no premium pay options	Option to pull with pay or work for 1.5x if domicile break was originally scheduled for at least 11:30 hours and is reduced to 10:00-10:29 hours
Vacation	Vacation slots are built and bid for as Sunday-Saturday. With their new Contract, they have the option to slide the slot up to 3 days either way as long as the days do not involve a holiday.	Our vacation slots have varying start days of the week, which allows the Flight Attendant to bid for a slot that best fits their scheduling needs.